

**DoD Acquisition, Technology and Logistics Workforce
(Refined Packard Count based on 30 September 2002
DMDC Data)**

January 27, 2003

DoD Acquisition, Technology and Logistics Workforce
(30 Sept. 2002 DMDC Data)

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Executive Summary

This report provides the overviews and summaries for the DoD Acquisition, Technology and Logistics Workforce based on September 30, 2002 Defense Manpower Data Center (DMDC) data. The DoD AT&L Workforce consisted of 132,593 civilian and military personnel as of September 30, 2002.

In his April 1997 testimony to the Congress, the Acting Under Secretary of Defense for Acquisition and Technology committed to improving Defense's method for identifying those serving in the DoD Acquisition Workforce (AWF). In May 1997, the Department contracted with Jefferson Solutions (Solutions) to explore alternative ways of identifying this workforce.

Solutions recommended that the AWF could best be identified using an updated and refined version of an approach used by the 1986 President's Blue Ribbon Commission on Defense Management ("the Packard Commission"). Solutions' methodology is detailed in its September 1997 Report. It builds on the original Packard Commission algorithm of combining occupational and organizational data for identifying those in this workforce.

In an 18 December 1997 letter, the Secretary of Defense forwarded Solutions' report to the Congress and stated that beginning October 1, 1998, members of the AWF would be uniformly identified using the Solutions' model. At the same time, the Secretary directed that a DoD-wide Acquisition Workforce Identification Working Group be formed to make further refinements to the algorithm.

The Working Group completed its efforts in March 1998, having made a number of changes to improve the model's consistency and accuracy. Solutions' May 1999 Report, "Identification of the DoD Key Acquisition and Technology Workforce" at { HYPERLINK <http://www.acq.osd.mil/ar/doc/cntawf99.pdf> }, describes this process in detail and provides the results of an initial and second workforce count. The latest version of the AT&L Workforce can be found at { HYPERLINK <http://www.acq.osd.mil/DPAP> " }.

This January 2003 report, based on September 30, 2002 DMDC data, contains similar information to that provided in previous reports. It summarizes the data for each of the Components and for the total DoD AT&L Workforce along the following lines:

- By Career Fields
- By Refined Packard Categories
- By Organizations
- By Occupations and Categories

The model uses three Categories for determining whether or not an individual will be counted as part of the workforce. The algorithm can be briefly stated as follows:

- Civilians in Category I occupations (e.g., contracting or program management) are assumed to be performing acquisition functions irrespective of the organization in which they serve. Therefore, all of these individuals across DoD are included in the workforce.
- Civilians in Category II occupations are counted only when serving in organizations that primarily perform either acquisition missions, such as the materiel commands (Group IIA organizations) or technology missions, such as research labs (Group IIB organizations). Category II occupations cover such job series as electronics engineering, budget analysis and computer engineering.
- All military officers located in Group IIA or IIB organizations are counted as part of the workforce.
- Other individuals (either military or civilian) can be added to the count or removed from the count at the discretion of the Components using Category III capability. For example, military enlisted personnel performing key acquisition functions can be added using this capability. The same is done for individuals designated as part of DAWIA but who are not serving either in one of the listed organizations or in a Category I designated occupation.

As noted above, as of September 30, 2002, the DoD AT&L Workforce consisted of 132,593 civilian and military personnel. This total compares with a September 30, 2001 count of 129,249. For further comparison purposes, the DoD AT&L Workforce, as of September 30, 2000, consisted of 135,014 civilian and military personnel, and as of September 30, 1999, 138,851 civilian and military personnel. The comparable workforce number for September 30, 1998 was 146,071.

In accordance with the Under Secretary of Defense (Acquisition and Technology)'s memorandum of May 13, 1999, the Refined Packard algorithm is the official identification method for the DoD Acquisition, Technology and Logistics Workforce. Uniformly identifying the workforce using this model enhances the Department's ability to manage this critical human capital asset. It helps to provide a better understanding of the skills, size, location and composition of this workforce, thereby offering the Department a better basis to plan for its recruitment, retention, training, education, and overall career management.

Tab A
Occupational Series with Titles

Occupational Series with Titles

<u>Series</u>	<u>Title</u>
150	Geography
180	Psychologist
246	Contractor Industrial Relations
301	Administration & Program
334	Computer Specialist
340	Program Management
341	Administrative Officer
342	Management/Program Analyst
344	Management Assistant
346	Logistics Management
391	Telecommunications Specialist
392	Communications Specialist
401	General Biological Science
403	Microbiology
413	Physiologist
471	Agronomy
501	Financial Administration
505	Financial Management
510	Accounting
511	Auditing
560	Budget Analysis
690	Industrial Hygiene
801	General Engineering
803	Safety Engineering
804	Fire Prevention Engineering
806	Materials Engineering
808	Architecture
809	Construction Control
810	Civil Engineering
818	Engineering Drafting
819	Environmental Engineering
830	Mechanical Engineering
840	Nuclear Engineering
850	Electrical Engineering
854	Computer Engineering
855	Electronics Engineering
858	Biomedical Engineering
861	Aerospace Engineering
871	Naval Architecture
873	Ship Surveying
880	Mining Engineering

881	Petroleum Engineering
890	Agricultural Engineering
892	Ceramic Engineering
893	Chemical Engineering
894	Welding Engineering
896	Industrial Engineering
1021	Office Drafting
1101	General Business & Industry
1102	Contracting
1103	Industrial Property Management
1104	Property Disposal
1105	Purchasing
1106	Procurement Assistant
1130	Public Utilities Specialist
1150	Industrial Specialist
1152	Production Control
1160	Financial Analyst
1301	General Physical Science
1306	Health Physics
1310	Physics
1313	Geophysics
1315	Hydrology
1320	Chemistry
1321	Metallurgy
1330	Space Science
1340	Meteorology
1350	Geology
1360	Oceanography
1361	Navigational Information
1370	Cartography
1372	Geodesy
1373	Land Surveying
1386	Photographic Technology
1510	Actuary
1515	Operations Research
1520	Mathematics
1529	Mathematical Statistician
1530	Statistician
1550	Computer Science
1670	Equipment Specialist
1910	Quality Assurance
2001	General Supply
2003	Supply Program Management
2150	Transportation Operations
2210	IT Specialist

Tab B
DoD Acquisition, Technology & Logistics Workforce
based on 30 Sept. 2002 DMDC Data

DoD Summary Data
Acquisition, Technology & Logistics Workforce
(30 Sept. 2002 DMDC Data)

By Career Field*

Program Management	14,302
Contracting	27,884
Industrial/Contract	
Property Management	653
Purchasing	3,043
Facilities Engineering	2,111
Production, Quality &	
Manufacturing	9,888
Business, Cost Estimating &	
Financial Management	10,252
Acquisition Logistics	11,145
Information Technology	6,139
SPRDE – Systems Engineering	34,620
SPRDE – S&T Manager	165
Test & Evaluation	6,197
Auditing	3,531
Unknown	<u>2,663</u>
Total DoD AT&L WF	132,593

*Note: For all Career Field charts, since some AT&L Workforce personnel have not yet been designated as DAWIA, those personnel, yet to be designated, were assigned to a Career Field based on which Career Field they will most likely be assigned to.

DoD AT&L Workforce (Con't)
(30 Sept. 2002 DMDC Data)

By Category

Category I	24,295
Category II	82,169
(Category IIA	77,427)
(Category IIB	4,742)
Category III	<u>11,860</u>
Total Civilians	118,324
Total Military	<u>14,269</u>
Total DoD AT&LWF	132,593

Note: No Category I Deletes are allowed.

Note: Category IIB separately identifies the Science and Technology (S&T) professionals and support designated as part of the DoD Acquisition, Technology and Logistics Workforce.

DoD AT&L Workforce (Con't)
(30 Sept. 2002 DMDC Data)

By Organization

Army	41,783
Navy	39,661
Air Force	28,444
Fourth Estate	<u>22,705</u>
DoD AT&L WF	132,593

DoD AT&L Workforce(Con't)
(30 Sept. 2002 DMDC Data)

Occupations by Category

Category I

<u>Series</u>	<u>Number</u>
246	20
340	2,329
1102	19,023
1103	491
1105	1,189
1150	<u>1,243</u>
Cat I Total	24,295

Category II

<u>Series</u>	<u>Number</u>
180	319
301	5,344
334	865
343	5,189
346	6,557
391	483
392	17
401	20
413	64
501	1,293
505	86
510	725
511	3,531
560	2,210
801	7,001
806	492
810	2,153
818	11
819	1,049
830	5,440
840	25
850	1,100
854	1,855
855	11,707
858	33
861	2,508

871	360
873	18
892	8
893	509
896	544
1101	3,196
1104	421
1152	420
1301	836
1310	1,001
1313	17
1315	11
1320	706
1321	35
1340	26
1350	117
1360	20
1370	25
1515	1,439
1520	651
1529	38
1530	32
1550	1,890
1910	4,691
2003	1,284
2150	17
2210	3,693
Other	<u>87</u>
Cat II Total	82,169

Category III

<u>Series</u>	<u>Number</u>
301	361
334	98
341	98
343	438
346	886
501	49
510	86
560	143
801	320
802	318
803	102

804	49
806	64
808	237
809	175
810	953
819	135
830	344
850	142
854	51
855	516
856	347
861	363
896	180
1101	387
1106	1,526
1152	233
1515	124
1550	48
1670	355
1910	364
2001	211
2003	40
2010	338
2210	485
Other	<u>1,294</u>
Cat III Total	11,860

Tab C
Army Acquisition, Technology & Logistics Workforce
based on 30 Sept. 2002 DMDC Data

Army AT&L Workforce
(30 Sept. 2002 DMDC Data)

By Career Field

Program Management	5,315
Contracting	8,566
Industrial/Contract	
Property Management	190
Purchasing	467
Production, Quality &	
Manufacturing	2,333
Business, Cost Estimating &	
Financial Management	4,145
Acquisition Logistics	4,098
Information Technology	3,008
SPRDE – Systems Engineering	11,250
Test & Evaluation	2,299
Unknown/Other	<u>112</u>
Army AT&L WF	41,783

Army Summary Data (Con't)
Acquisition, Technology & Logistics Workforce
(30 Sept. 2002 DMDC Data)

By Category

Category I	6,573
Category II	29,406
(Category IIA	27,956)
(Category IIB	1,450)
Category III	<u>3,948</u>
Total Civilians	39,927
Total Military	<u>1,856</u>
Army AT&L WF	41,783

Army AT&L Workforce (Con't)
(30 Sept. 2002 DMDC Data)

By Organization

<u>Organization</u>	<u>Civilians</u>	<u>Military</u>	<u>Total</u>
Group IIA			
Corps of Engineers	7,076	13	7,089
SMDC	878	47	925
AAESA/PEO	1,846	336	2,182
AMC	22,732	266	22,998
ASAALT	44	54	98
Medical Research &			
Materiel Cmd	540	1	541
ATEC	2,387	104	2,491
USACEA	47	-	47
Group IIB			
AR Institute	57	-	57
AR Lab	1,401	15	1,416
Other	<u>2,919</u>	<u>1,020</u>	<u>3,939</u>
Army AT&L WF	39,927	1,856	41,783

Army AT&L Workforce (Con't)
(30 Sept. 2002 DMDC Data)

Occupations by Category

Category I

<u>Series</u>	<u>Number</u>
246	10
340	931
1102	5,142
1103	74
1105	305
1150	<u>111</u>
Cat I Total	6,573

Category II

<u>Series</u>	<u>Number</u>
180	179
301	2,872
334	112
343	2,056
346	3,204
391	305
392	4
401	4
413	47
501	174
505	33
510	408

Army Category II (Con't)

<u>Series</u>	<u>Number</u>
560	1,013
801	3,297
806	133
810	1,584
818	10
819	370
830	1,872
850	476
854	864
855	2,874
858	15
861	520
873	12
893	326
896	140
1101	206
1104	6
1152	68
1301	585
1310	300
1313	12
1315	11
1320	413
1321	18
1350	112
1370	19
1515	827
1520	143
1529	22
1530	16
1550	429
1910	668
2003	531
2150	4
2210	2,044
Other	<u>68</u>
Cat II Total	29,406

Army Category III

<u>Series</u>	<u>Number</u>
301	197
343	214
344	12
346	94
501	22
510	80
560	95
801	96
802	23
803	59
806	9
810	841
819	42
830	118
850	38
854	22
855	84
896	35
1101	198
1106	23
1152	230
1515	25
1670	66
1910	128
2001	54
2010	135
2210	360
Other	<u>648</u>
Cat III Total	3,948

Tab D
Navy Acquisition, Technology & Logistics Workforce
based on 30 Sept. 2002 DMDC Data

Navy Summary Data
Acquisition, Technology & Logistics Workforce
(30 Sept. 2002 DMDC Data)

By Career Field

Program Management	3,625
Contracting	5,438
Industrial/Contract	
Property Management	80
Purchasing	702
Facilities Engineering	2,111
Production, Quality &	
Manufacturing	2,297
Business, Cost Estimating &	
Financial Management	1,939
Acquisition Logistics	4,207
Information Technology	715
SPRDE – Systems Engineering	16,005
SPRDE – S&T Manager	165
Test & Evaluation	2,340
Unknown/Other	<u>37</u>
Navy AT&L WF	39,661

Navy AT&L Workforce (Con't)
(30 Sept. 2002 DMDC Data)

By Category

Category I	6,121
Category II	25,145
(Category IIA	24,983)
(Category IIB	162)
Category III	<u>4,492</u>
Total Civilians	35,758
Total Military	<u>3,903</u>
Navy AT&L WF	39,661

Navy AT&L Workforce (Con't)
(30 Sept. 2002 DMDC Data)

By Organization

<u>Organization</u>	<u>Civilians</u>	<u>Military</u>	<u>Total</u>
Group IIA			
NAVAIR	8,695	438	9,133
NAVSUP	1,718	40	1,758
NAVSEA	13,455	335	13,790
NAVFAC	3,277	373	3,650
SSP/PEO	1,584	310	1,894
SPAWAR	1,587	233	1,820
ASN(RDA)	118	20	138
USMC Sys Cmd	460	220	680
Group IIB			
ONR/NRL	286	4	290
Other	<u>4,578</u>	<u>1,930</u>	<u>6,508</u>
Navy AT&L WF	35,758	3,903	39,661

Navy AT&L Workforce (Con't)
(30 Sept. 2002 DMDC Data)

Occupation by Category

Category I

<u>Series</u>	<u>Number</u>
246	4
340	1,042
1102	4,064
1103	63
1105	648
1150	<u>300</u>
Cat I Total	6,121

Category II

<u>Series</u>	<u>Number</u>
180	67
301	341
334	32
343	1,321
346	2,144
391	19
401	4
413	5
501	67
505	25
510	68
560	375
801	2,274
806	126
810	515
819	552
830	3,165
840	15
850	574
854	752
855	6,230
861	1,013

Navy AT&L Workforce (Con't)

871	359
893	149
896	244
1101	405
1152	300
1301	81
1310	468
1313	4
1320	139
1321	17
1350	2
1360	19
1515	428
1520	461
1529	11
1530	12
1550	1,255
1910	394
2003	71
2210	619
Other	23
Cat II Total	25,145

Category III

<u>Series</u>	<u>Number</u>
301	52
334	17
343	133
341	82
344	12
346	568
501	8
560	20
801	118
802	292
803	27
804	49
806	55
808	230
809	169
810	107
819	87

830	203
850	104
854	26
855	275
856	335
861	316
896	42
1101	58
1515	51
1550	20
1670	233
1910	41
2001	154
2003	9
2010	175
2210	54
Other	<u>370</u>
Cat III Total	4,492

Tab E
Air Force Acquisition, Technology & Logistics Workforce
based on 30 Sept. 2002 DMDC Data

Air Force Summary Data
Acquisition, Technology & Logistics Workforce
(30 Sept. 2002 DMDC Data)

By Career Field

Program Management	3,472
Contracting	7,559
Industrial/Contract	
Property Management	38
Purchasing	716
Production, Quality &	
Manufacturing	499
Business, Cost Estimating &	
Financial Management	2,945
Acquisition Logistics	1,646
Information Technology	1,390
SPRDE – Systems Engineering	6,207
Test & Evaluation	1,506
Unknown/Other	<u>2,466</u>
Air Force AT&L WF	28,444

Air Force AT&L Workforce (Con't)
(30 Sept. 2002 DMDC Data)

By Category

Category I	5,357
Category II	12,590
(Category IIA	9,760)
(Category IIB	2,830)
Category III	<u>1,987</u>
Total Civilians	19,934
Total Military	<u>8,510</u>
Air Force AT&L WF	28,444

Air Force AT&L Workforce (Con't)
(30 Sept. 2002 DMDC Data)

By Organization

<u>Organization</u>	<u>Civilians</u>	<u>Military</u>	<u>Total</u>
Group IIA			
AFMC	11,657	3,233	14,890
PEO	5	27	32
ASAF(A)	95	243	338
AFSPC	837	1,046	1,883
Group IIB			
AF Office of Scientific Research	91	21	112
AF Research Lab	2,914	757	3,671
Other	<u>4,335</u>	<u>3,183</u>	<u>7,518</u>
Air Force AT&L WF	19,934	8,510	28,444

Air Force AT&L Workforce (Con't)
(30 Sept. 2002 DMDC Data)

Occupations by Category

Category I

<u>Series</u>	<u>Number</u>
246	6
340	293
1102	4,797
1103	36
1105	178
1150	47
Cat I Total	<u>5,357</u>

Category II

<u>Series</u>	<u>Number</u>
180	71
301	642
334	497
343	930
346	1,149
391	55
401	11
413	12
501	909
505	17
510	195
560	691
801	907
806	227
810	32
819	122
830	310
850	38
854	157
855	2,224
861	874

Air Force AT&L Workforce (Con't)

893	24
896	48
1101	1,101
1152	31
1301	114
1310	229
1320	116
1515	76
1520	46
1550	186
1910	98
2003	10
2150	12
2210	356
Other	<u>73</u>
Cat II Total	12,590

Category III

<u>Series</u>	<u>Number</u>
301	93
334	78
343	70
346	206
501	18
560	28
801	74
803	16
830	23
855	157
861	42
896	13
1101	64
1106	460
1515	42
1550	20
1670	54
1910	178
2010	28
2210	58
Other	<u>265</u>
Cat III Total	1,987

Tab F
Fourth Estate Acquisition, Technology & Logistics Workforce
based on 30 Sept. 2002 DMDC Data

Fourth Estate Summary Data
Acquisition, Technology & Logistics Workforce
(30 Sept. 2002 DMDC Data)

By Career Field

Program Management	1,890
Contracting	6,321
Industrial/Contract	
Property Management	345
Purchasing	1,158
Production, Quality &	
Manufacturing	4,759
Business, Cost Estimating &	
Financial Management	1,223
Acquisition Logistics	1,194
Information Technology	1,026
SPRDE – Systems Engineering	1,158
Test & Evaluation	52
Auditing	3,531
Unknown	<u>48</u>
4th Estate AT&L WF	22,705

Fourth Estate AT&L Workforce (Con't)
(30 Sept. 2002 DMDC Data)

By Category

Category I	6,244
Category II	15,028
(Category IIA	14,728)
(Category IIB	300)
Category III	<u>1,433</u>
Total 4th Estate	22,705

Fourth Estate AT&L Workforce (Con't)
(30 Sept. 2002 DMDC Data)

By Organization

<u>Organization</u>	<u>Civilians</u>
DCMA	9,191
DLA	7,926
DCAA	3,534
DISA	490
DTRA (Group IIB)	308
OUSD(AT&L)	203
MDA	320
SOALC/SOCOM	68
DARPA (Group IIB)	74
TRICARE	216
Other 4th Estate	<u>375</u>
4th Estate AT&L WF	22,705

Defense Contract Management Agency (DCMA)
Acquisition, Technology & Logistics Workforce
(30 Sept. 2002 DMDC Data)

By Category

Category I	3,273
Category IIA	5,160
Category III	<u>758</u>
DCMA AT&L WF	9,191

By Occupation

<u>Series</u>	<u>Number</u>
301	42
334	26
343	123
346	27
8xx	795
1101	1,022
1102	2,213
1102	317
1106	705
1150	737
1910	3,032
2210	86
Other	<u>66</u>
Total	9,191

Defense Logistics Agency (DLA)
Acquisition, Technology & Logistics Workforce
(30 Sept. 2002 DMDC Data)

By Category

Category I	2,282
Category IIA	5,073
Category III	<u>571</u>
DLA AT&L WF	7,926

By Occupation

<u>Series</u>	<u>Number</u>
301	1,260
334	128
343	505
346	31
391	34
501	130
510	33
560	59
8xx	308
1101	480
1102	2,216
1104	415
1106	316
1150	40
13xx	39
1515	71
1910	514
2003	678
2210	531
Other	<u>138</u>
Total	7,926

Defense Contract Audit Agency (DCAA)
Acquisition, Technology & Logistics Workforce
(30 Sept. 2002 DMDC Data)

By Category

Category I	1
Category IIA	<u>3,533</u>
DCAA AT&L WF	3,534

By Occupation

<u>Series</u>	<u>Number</u>
511	3,531
Other	<u>3</u>
Total	3,534

Defense Information Systems Agency (DISA)
Acquisition, Technology & Logistics Workforce
 (30 Sept. 2002 DMDC Data)

By Category

Category I	180
Category IIA	305
Category III	<u>5</u>
DISA AT&L WF	490

By Occupation

<u>Series</u>	<u>Number</u>
301	8
340	13
346	11
1102	167
334	64
343	60
391	67
392	11
510	7
1550	19
501	9
855	16
1515	6
2210	11
Other	<u>21</u>
Total	490

Defense Threat Reduction Agency (DTRA)
Acquisition, Technology & Logistics Workforce
 (30 Sept. 2002 DMDC Data)

By Category

Category I	65
Category IIB	237
Category III	<u>6</u>
DTRA AT&L WF	308

By Occupation

<u>Series</u>	<u>Number</u>
334	5
340	5
301	82
343	36
5xx	19
8xx	54
1102	58
13xx	28
Other	<u>21</u>
Total	308

Under Secretary of Defense (AT&L), USD(AT&L)
Acquisition, Technology & Logistics Workforce
(30 Sept. 2002 DMDC Data)

By Category

Category I	46
Category IIA	155
Category III	<u>2</u>
Key AT&L WF	203

By Occupation

<u>Series</u>	<u>Number</u>
301	39
343	38
8xx	55
1102	39
1150	5
1301	14
1515	8
Other	<u>5</u>
Total	203

Missile Defense Agency (MDA)
Acquisition, Technology & Logistics Workforce
(30 Sept. 2002 DMDC Data)

By Category

Category I	45
Category IIA	270
Category III	<u>5</u>
MDA AT&L WF	320

By Occupation

<u>Series</u>	<u>Number</u>
301	2
343	43
560	22
8xx	144
1102	43
1301	15
1515	21
2210	16
Other	<u>14</u>
Total	320

U.S. Special Operations Command (SOCOM)
Special Operations Acquisition & Logistics Center (SOALC)
Acquisition, Technology & Logistics Workforce
(30 Sept. 2002 DMDC Data)

By Category

Category I	12
Category IIA	52
Category III	<u>4</u>
SOCOM AT&L WF	68

By Occupation

<u>Series</u>	<u>Number</u>
301	3
334	3
343	2
346	6
560	8
1101	26
1102	12
Other	<u>8</u>
Total	68

Defense Advanced Research Project Agency (DARPA)
Acquisition, Technology & Logistics Workforce
(30 Sept. 2002 DMDC Data)

By Category

Category I	11
Category IIB	<u>63</u>
DARPA AT&L WF	74

By Occupation

<u>Series</u>	<u>Number</u>
301	8
343	19
560	8
8xx	9
1102	11
1301	5
1310	2
2210	7
Other	<u>5</u>
Total	74

Assistant Secretary of Defense (Health Affairs)
Acquisition, Technology & Logistics Workforce
(TRICARE)

(30 Sept. 2002 DMDC Data)

By Category

Category I	33
Category IIA	180
Category III	<u>3</u>
Key AT&L WF	216

By Occupation

<u>Series</u>	<u>Number</u>
301	56
343	67
510	5
560	19
1102	33
1515	6
1530	2
2210	19
Other	<u>9</u>
Total	216

Other Fourth Estate
Acquisition, Technology & Logistics Workforce
(30 Sept. 2002 DMDC Data)

By Category

Category I	296
Category III	<u>79</u>
Total	375

By Occupation

<u>Series</u>	<u>Number</u>
301	8
343	10
340	34
8xx	6
1102	228
1105	31
1106	22
2210	7
Other	<u>29</u>
Total	375

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